

S E C R E T

23 MAR 1982

MEMORANDUM FOR: Director of Personnel

FROM : John H. Stein
Deputy Director for Operations

SUBJECT : Criticality of DO Need for FTE and
Ceiling Relief

1. The findings and resulting restraints on hiring in FY 1982 outlined by the Office of Personnel (see attachment) presents the DO with a most serious problem. Unless relieved, it will have a disastrous impact on our efforts [REDACTED]

[REDACTED] levied on us by the Administration and the Congress.

2. I am convinced that a way must be found to target our acquisitions of new personnel for entry on duty during FY 82 against the FY 83 personnel levels.

[REDACTED]

3. If the hiring restraint is effected we will have to limit the April 82 CT class to about [REDACTED] (in lieu of a target of about [REDACTED]). We will have to delay a projected CT entry class of about [REDACTED] CT's now scheduled for July until FY 83. Additionally, we will have to set back entrance on duty for about [REDACTED] direct hire candidates, including [REDACTED]

[REDACTED]

[REDACTED]

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specialists. In this process of deferring entrance on duty we would certainly lose a large number of professional candidates now in or entering the processing pipeline. Our recruitment effort will have to be restrained now, then later regenerated. If that were to happen it would result in a very costly, wasteful disruption. [redacted]

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[redacted] to enlarge and [redacted] Additionally, recently we have had to engage a rather large number of our annuitants to assist in developing activities mandated by Presidential Findings. While some of this activity has long term benefit, we do need to plan on phasing out many of our contract annuitants as soon as new on-board personnel can assume the tasks that we have had to contract for with them. Continued delay of acquisition of new personnel will extend our reliance on annuitants longer than would be necessary and would lengthen the time until we can expect to have a suitable in-house capacity for these critical requirements. (It should also be noted in this connection that while some [redacted])

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4. In order to permit us to proceed with our building efforts I recommend that measures be taken to permit this Directorate to continue to recruit and EOD, in FY 82, up to about [redacted] employees in addition to the [redacted] projected remaining openings for FY 82. The figure of [redacted] is somewhat in excess of [redacted] of the planned increase for FY 83; this application will permit an orderly and timely continuance of our recruitment and personnel acquisition program.

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[redacted]
John H. Stein

Attachment:
Herewith

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